COMMONWEALTH BUREAU OF CENSUS AND STATISTICS CANBERRA, AUSTRALIA

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LABOUR TURNOVER, MARCH, 1964

This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1964, and shows these results together with those obtained in similar surveys covering the months of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover, September, 1963", published on 28th February, 1964, contained the results of a survey in September, 1963 together with the results obtained in similar surveys relating to the month of September in previous years.

- In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
- 3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group, and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.
- 4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and a half weeks.

Industrial Coverage

The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

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Morkers In "E	or tor fixe		0-10-000	0,000000000000000000000000000000000000	20	Monkers Non-manusl	Manufacturing
Hannal	rojoubor me to red dostis ed	9.000 m	- 00 11 00 00 11 0 to to to to	7m+1000-70	20	Morkers	Manut
2973	thi set (a) mun edT (d) biuode rogetso	26832	1950 1950 1950 1950 1950 1950	# C & 2 & 2 & 2 & 2 & 2 & 2 & 2 & 2 & 2 &	EMCVCENERLE	raer ni	To ditroM

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, MARCH PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of March in Year	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing	All Industries (a)		
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers (b)	Non-manual Workers	Manual Workers (c)	Non-manual Workers	
· ·			MA	LES	(D) (D) (T)	FEMALES # A A A						
	%	%	%	%	1 %	%	%	%	6	1 %	%	
ENGAGEMENTS				er er er er er er	13 E	S S S S S S S S S S S S S S S S S S S		a de be	the line	THE STATE OF THE S	5	
1955	8.0	2.4	9.2	2.8	8.4	2.7	8.9	5.4	6.5	8.7	6.2	
1956	7.1	2.3	7.0	3.0	7.0	2.7	7.9	5.0	5.8	8.1	5.6	
1957	5.1	2.0	6.1	2.1	5.5	2.1	7.7	4.2	4.4	7.6	4.4	
1958	4.5	1.9	5.3	2.3	4.8	2.1	7.0	4.2	4.4	6.7	4.4	
1959	5.0	1.8	5.4	2.6	5.1	2.3	7.1	3.6	4.2	6.8	4.0	
1960	6.8	2.1	6.8	3.2	6.8	2.8	8.3	4.7	4.9	8.2	4.9	
1961	4.7	1.7	5.7	2.3	5.0	2.1	6.9	3.6	4.4	6.9	4.2	
1962	5.4	2.4	6.3	2.3	5.7	2.3	8.9	3.9	4.4	7.3	4.1	
1963 1964	5.3 6.1	1.9	7.9 7.1	2.4	6.2	2.2	7.4	3.7	4.7	7.7	4.5	
,	0.1		1	1 1 2		7 1 1	POH F	E D H B	200008	9 9 2 4 1	75 1	
SEPARATIONS	7.5	2.0	8.4	2.9	7.8	2.6	8.9	5.0	5.6	8.5	5.5	
1955 1956	6.8	2.2	7.5	3.0	7.1	2.7	9.1	3.9	5.4	8.7	5.0	
1957	4.8	1.8	6.4	2.3	5.4	2.1	6.1	4.2	4.6	6.1	4.5	
1958	4.5	1.5	5.5	2.3	4.9	2.0	6.1	3.4	4.6	6.0	4.3	
1959	4.8	1.7	6.2	2.5	5.3	2.2	5.5	3.4	4.2	8 5.6	4.0	
1960	6.1	1.9	6.4	2.7	6.2	2.4	7.2	3.8	5.0	7.2	4.7	
1961	6.3	2.1	6.3	2.9	6.3	2.6	9.3	4.4	5.7	8.8	5.2	
1962	5.2	1.8	6.4	2.2	5.6	2.0	6.7	3.8	4.0	6.3	4.0	
1963	4.9	1.9	7.0	2.2	5.7	2.1	6.8	3.8	3.8	6.6	3.8	
1964	5.9	1.9	7.3	2.4 0 8	6.4	2.2	6.4	3.6	5.2	6.5	4.8	

⁽a) See introductory text for note on industrial coverage.

⁽b) The number of employees in "female non-manual workers in manufacturing industry" is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

⁽c) Includes manual workers in "Non-manufacturing" for which separate estimates are not available.

- ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY, PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH								
industry Group	1959	1960	1961	1962	1963	1964			
1050 1060 1061 1062 1062 1064	MALES		ry Group	Indust					
406- 606- 906- 106- 106- 106-	1 %	%	96	%	96	1%			
Wanufacturing -									
Engineering and vehicles	JA5.2	7.1	4.4	5.5	5.4	6.6			
(i) Engineering (a)	n.a.	7.0	4.6	5.3	5.6	6.3			
(ii) Vehicles (b)	n.a.	7.6	3.9	6.3	4.8	7.6			
Textiles and clothing	4.4	5.0	3.5	4.5	4.2	4.7			
Food, drink and tobacco (c)	6.8	8.9	8.701	dev 7568	7.81	37.3			
Furniture, sawmilling and woodworking	4.6	4.8	3.6	4.500	4.3	5.9			
Paper and printing	3.1	3.9	2.8	(2.901		13.7			
Other manufacturing	4.3	6.7	3.680	1 dt 5.2 h	4.71	€6.2			
(i) Chemicals and oil refining	n.a.	6.0	(0)40408	dot 3098	114.6 h	04.8			
4.(ii) Other 8.4 8.7 2.2 2.4	n.a.30	6.9	# b38430	11150788	e squate	6.8			
2.5 3.2 3.6 2.8 2.7 3.3			-	gattata	d bus as	Pan			
All Manufacturing	5.0	6.8	4.7	Bui5.408	1un5.31	6.1			
n.a. 5.3 4.9 4.6 3.9 4.2	-	ining	ter Lio	has alac	i) Chemia)			
Non-manufacturing - Mining	2.4	2.0	1		i) Other	i)			
	3.1	3.0	4.0	2.9	4.9	4.1			
Building and construction 8.4	8.7	11.6	of Toluri	11.8	15.8	12.3			
Road transport	4.7	7.0	4.3	5.2	5.4	5.4			
Wholesale and retail trade	4.0	5.6	3.8	4.5	5.0	5.4			
Other non-manufacturing	6.5	5.3	6.2	5.3	6.1	6.7			
	- 4	(0	ne te nr	estados E	co post	to F			
All Non-manufacturing	5.4	6.8	5.70	6.3	7.9	Eu7.1			
	F 4	(0	ehera 1	toterabi	0.0000	ONE -			
All Industries (d)	5.1	6.8	5.0	5.7	6.2	0.6.5			
	FEMALES								
11 181 11 12 12 12 12 12 12 12 12 12 12 12 12	1 %	%	1 %	%	1 %	96			
Manufacturing - 2 8.0 S.0 8.3		(8)	asiries		13	1			
Engineering and vehicles	5.2	9.1	3.1	8.8	7.0	9.1			
Textiles	5.1	6.3	3.7	5.5	4.6	5.6			
Clothing	5.8	5.2	4.9	5.5	4.4	4.6			
Food, drink and tobacco (c)	16.8	19.4	19.2	20.7	18.1	16.9			
Paper and printing	4.1	5.6	5.1	5.9	5.8	4.0			
Chemicals and oil refining	n.a.	6.2	3.3	6.0	4.60	5.7			
5.3 0.0 12.1 0.1 0.0 5.3			cles	dev bas	neering	Emg			
All Manufacturing (e)	7.1	8.3	6.9	8.9	7.4	7.5			
4.3 4.9 6.7 4.2 4.9 5.1	-		J.,	0.7	anth	610			
All Industries (d) (f)	6.8	8.2	(0)6.90	dot7.69	Ma 17.63 .	7.7			
1	1		0.)	movieto ho	to have my	and.			

(a)

(d) See paragraph 5, page 1, for note on industrial coverage. Salation (a)

Includes "Non-manufacturing" for which separate estimates are not available. (e) Includes certain industry groups not specified above for which separate estimates

n.a. - Not available. are not available.

(f) Includes "Non-manufacturing" for which separate estimates are not available.

Extracting, refining, founding, engineering, metalworking, electrical equipment. Vehicles, aircraft and ships. Includes assembly and repairs. The "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.

⁽e) Includes certain industry groups not specified above for which separate estimates are not available. (c) See footnote (c), Table 2.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY, MARCH PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

1 1060 1 106	MARCH 1962	1060	1959	-		y droup	198DBUI		
2061 COS. 1	Industry Group	1 0061				MAF	RCH		
<u> </u>	industry Group		MALES	1959	1960	. 1961	1962	1963	1964
5.4 6.6	4.4 5.5	7.1	S MALE	S		hioles		ofuring neering Engin	
4.8 7.6	3.9 6.3	7.6	a.a.	%	%	%	(d)%==[01196	%
Manufacturing Engineering	and vehicles	5.0	4.4	4.8	6.1	6.2	4.8	5.0	5.9
	eering (a)	8.4	4.6	n.a.	6.2	6.1	4.9	4.8	5.8
(ii) Vehic		9.8	3,1	n.a.	6.1	6.4	4.4	5.7	6.1
Textiles and		6.7	4.3	4.0	5.2	5.7	3.9	4.2	4.5
	and tobacco (c)		n.a.	7.6	8.4	8.7	8.1	6.2	7.8
	sawmilling and w	woodworki	ng .s.n	4.2	5.2	7.8	4.8	5.3	6.4
Paper and proof		0.		2.5	3.2	3.6	2.8	2.7	3.3 5.6
	cals and oil ref	fining	5.0	n.a.	5.9	4.9	4.6	3.9	4.2
(ii) Other	Jail 4114 011 101			n.a.	6.1	5.6	6.1	5.0	6.1
4.9 4.1	4.0 2.9	3.0	3.1					20	Mini
15,8 12,3	All Manufacturi	ng	7.8	4.8	6.1	6.3	5.2	4.9	5.9
2.4 2.4	4.3 5.2	7.0	4.7			Same Fi	300	Transpan	real.
Non-manufactu	ring -	5.3	4.0		9	il trad	nd reta anufact	egale a	Whol Othe
Mining	3.0	600	(00	4.0	3.5	3.2	4.8	5.8	4.4
Building and Road transpo	d construction	8.8	5.4	11.1	10.5	10.4	10.8	12.9	12.8
Wholesale a	nd retail trade	6.8	5.1	5.0	5.3	5.0	15.1	4.6	5.9
Other non-m	anufacturing	1-0	1	4.1	5.6	5.4	4.5	6.0	5.7
F 1 5 1	All Non-manufac	cturing	SMALES &	6.2	6.4	6.3	6.4	7.0	7.3
, , , , , , , , , , , , , , , , , , ,	All Industries	(a)		2 5.3	6.2	6.3	5.6	5.7	6.4
4.6 5.6	3.7 5.5	5.2	FEMAL	ES	(-) 00000	ot bas	iles hing	
Manufacturing	5.1 5.9	3.6	4.1	%	%	% refinin	anigaing	%	eq %
	and vehicles	6.2	n.a.	5.3	6.8	12.1	6.7	6.6	5.3
Textiles Clothing	6.9 8.9	8.3	7,1	4.3	5.0	9.2	4.2	5.3	4.5
Food, drink	and tobacco (c)	8.2	8.8	10.3	17.4	12.0	15.8	12.3	15.2
Paper and po	rinting nd oil refining	now Latem	eering.	4.0 n.a.	5.0	5.8	5.0	4.7	4.3
al industries	All Manufacturi	Train Tran a chitte		5.5	7.2	9.3	6.7	6.8	6.4
	All Industries		retrenc	5.6	7.2	8.8	6.3	6.6	6.5

⁽a) Extracting, refining, founding, engineering, metalworking, electrical equipment.(b) Vehicles, aircraft and ships. Includes assembly and repairs.

(c) See footnote (c), Table 2.

(d) See paragraph 5, page 1, for note on industrial coverage.

are not available.

n.a. - Not available.

⁽e) Includes certain industry groups not specified above for which separate estimates are not available.

⁽f) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS, MARCH, 1963, AND MARCH, 1964

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

- NOTE:- D Dismissed: Employment terminated on the employer's initiative for disciplinary or similar reasons.
 - R Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
 - L Left: Employment terminated on the employee's initiative. Excludes employees on strike.
 - O Other: Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group			ch, 1	963	March, 1964					
Industry Group	D	R	L	0	Total	D	R	L	0	Total
MALES										
Manufacturing -	8	%	%	%	%	%	%	%	%	%
Engineering and vehicles (i) Engineering (a) (ii) Vehicles (b) Textiles and clothing Food, drink and tobacco (c) Furniture, sawmilling, etc. Paper and printing Other manufacturing (i) Chemicals and oil refining (ii) Other	0.7 0.8 0.5 0.7 0.6 0.4 0.7 0.6	0.8 0.5 1.5 0.4 20.9 0.5 20.6	3.44.69.4803.05	0.1 0.1 0.2 0.2 0.0 0.2 0.2 0.1	5.8.7.2.2.3.7.7.9.0 5.4.6.5.2.4.3.5.	0.8 0.7 1.38 0.6 0.7 0.8 0.7 0.8	0.4	4.6654938651	0.1 0.1 0.1 0.1 0.1 0.2 0.1 0.1 0.0	5.8 6.1 4.5 7.8 6.4 3.3 5.6 4.2
All Manufacturing	0.7	0.8	3.3	0.1	4.9		0.6	4.5	0.1	5.9
Non-manufacturing - Mining Building and construction Road transport Wholesale and retail trade Other non-manufacturing All Non-manufacturing All Industries (d)	0.5 1.6 1.0 0.7 0.9 1.0	1.3 6.5 0.3 1.0 1.5 2.4	3.9 4.7 3.2 2.8 3.4 3.5	0.1 0.1 0.1 0.1 0.2 0.1	5.8 12.9 4.6 4.6 6.0 7.0	1.8 1.2 0.8 0.8	0.5 3.7 0.4 1.4 0.7 1.6	3.6 7.3 4.0 3.6 4.1 4.6	0.1 0.0 0.0 0.1 0.1 0.1	4.4 12.8 5.6 5.9 5.7 7.3 6.4
	FE	MALES								
Manufacturing - Engineering and vehicles Textiles Clothing Food, drink and tobacco (c) Paper and printing Chemicals and oil refining All Manufacturing (e)	% 0.6 0.8 0.6 1.9 0.4 0.3	% 1.4 0.7 0.5 5.1 0.5 1.6	% 4.5 3.5 3.7 5.2 3.7 2.2 4.3	% 0.1 0.3 0.1 0.1 0.1 0.1	% 6.6 5.3 4.9 12.3 4.7 4.2 6.8	0.4 0.9 2.0 0.4 0.4	% 0.2 0.6 0.5 6.1 0.3 0.0	% 4.4 3.3 3.4 7.0 3.5 3.5 4.2	% 0.1 0.2 0.3 0.1 0.1 0.1	5.3 4.5 5.1 15.2 4.3 4.0
All Industries (d) (f)	0.8	1.5	4.2	0.1	6.6	0.8	1.3	4.2	0.2	6.5

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.(b) Vehicles, aircraft and ships. Includes assembly and repairs.

(c) See footnote (c), Table 2.

(d) See paragraph 5, page 1, for note on industrial coverage.

(e) Includes certain industry groups not specified above for which separate estimates are not available.

(f) Includes "Non-manufacturing" for which separate estimates are not available.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS 24TH AUGUST, 1964 CANBERRA, A.C.T.

K.M. ARCHER COMMONWEALTH STATISTICIAN

NOTE: - Inquiries concerning these statistics may be made in Canberra by telephoning 70413 extension 202 or, in each State Capital, by telephoning the office of the Bureau of Census and Statistics.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,

- NOTE: D Dismissed : Employment terminated on the employer's initiative for
- R Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion
 - L Left : Employment terminated on the employee's initiative. Excludes employees on strike.
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March, 1963 March, 1964

							1 9 440			Industry Group
					Total	0				dnore fragmer
R										anufacturing -
	0.1	4.6		8.0		0.1			7.0	Engineering and vehicles
5	0.1	4.6	0:4	7.0		0.1	3.4	5.0	8.0	(i) Engineering (a)
6.	0.1	4.5	9.0	8.0	5.7	0.1	3.6	1.5	0.5	(ii) Vehicles (b) Textiles and clothing
F	1.0	4.9	0.5		6.2	0.2	3.4	2.0	18.0	Food, drink and tobacco (c)
9	1.0		0.4	0.6	5.3	0.0	3.8		0.6	Furniture, sawmilling, etc.
	5.0	8,5	0.1		2.7	0.2	0.8	0.1	4.0	Paper and printing
5	1.03	4.6	0.2		4.7	0.2	3.3	0.5		Other manufacturi
4.	0.0	3.5		8.0		0.2	3.5	0.6	0.6	1 3 OCT 1964 E slepinedo (i)
5	0.1	4.5	3.0	7.0		0.1	8.8	8.0	7.0	Maria Maria Maria Maria Con
			-				-			CANBERNA
4.	0.1	3.6	0.5	5.0		1.0	8-9	1.3	0.5	m-manufacturing - Mining
12.	0.0	7.3	3.7		12.9	1.0	4.7	6.5	1.6	Building and construction
1 5	0.0	4.0	0.4	1.2	4.6	1.0	3.2	0.3	1.0	Road transport
	1.0	3.6	1.4	8.0	4.6	1.0	2.8	1.0	1.0	Wholesale and retail trade
	1.0	1.4	7.0	description of the	0.8	19.0	3.4	151	6.9	Other non-menufacturing
T	0.1	4.6	1.6	1.0		1.0	3.5	2.4	1.0	All Non-manufacturing
9	1.0	4.6	6.0	8.0	5.7	1.0	3.4	1.4	8.0	All Industries (d)
								MALES	HH.	
8	8	R	8	100			00			nufacturing -
5	0.1	4.4	2.0	10.0		1.0	4.5	1.4	0.6	Engineering and vehicles
4	0.2	3.3			5.3	0.3	3.5	0.7	8.0	selitxeT
2	0.3	3-4	2.0		4.9	0.1	3.7	0.5	0.6	Clothing
15	0.1	7.0	6.1		12.3	0.1	5.2	5.1	1.9	Food, drink and tobacco (c)
	0.1				4.2	0.1		1.6	0.4	Paper and printing Chemicals and oil refining
9	2.0	4.2	1.2			1.0	4.3	1.6	8.0	Vnemicale and oli relining (e)
Priprie Street Berrief	and the same of th	and many company or	and the second	Charles of the Co	Harman and the second	-	-	The state of the s	-	
	2.0.	4.2	1.3		9.9	0.1			8.0	(1) (b) astrice (d) (f)

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
(b) Vehicles, aircraft and ships. Includes assembly and repairs.

d) See paragraph 5, page 1, for note on industrial coverage.

(e) Includes certain industry groups not specified above for which separate estimates

Includes "Non-manufacturing" for which separate estimates are not available.

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